

*Lesson Learned 7*  
**INCIDENT INVESTIGATION**

Incident Investigation, a process to:

- prevent incidents and injuries
- determine facts and identify root causes
- analyze the incident to determine management systems failures
- develop/modify systems and procedures to prevent reoccurrence
- communicate lessons learned

**Incident:** RM Seasonal was playing volleyball at an all employee function. He jumped up and landed on the outside edge of his left foot. He ankle bent to the outside and over extended the ligaments, tearing a few of them. Employee was transported to hospital. Employee returned to work the next day.

**Date of Incident:** July 10 @ Ballfield #1

**Review team was formed to investigate.**

*What are the root causes of this incident?*

- *Uneven terrain – possible grass clippings in area*
- *No safety brief prior to beginning of activity (hazards of the specific sport could be identified)*
- *No inspection of area to check terrain, surroundings, ground cover*
- *Warm-up time needed before engaging in sports*

*What steps could be taken to prevent reoccurrence. List corrective actions.*

- 1) An inspection of the area prior to the start of the sport*
- 2) Quick safety brief to identify potential hazards associated with the nature sport*
- 3) Warm up time prior to engaging in sport (i.e., stretching) – frequent breaks during sports*

*Management System Failures?*

*No management systems failures were identified.*

*Other info: The tone of the game was good – no aggressive behavior. Although an incident did occur, the review team felt that these types of activities boost morale and should not be discontinued. Permanent staff was on-site during activity and was able to respond immediately.*

*Recommendations:*

- 1) Conduct a short safety brief prior to the beginning of any sport that will help convey hazards associated with the nature of the sport.*
- 2) Routine inspections of all playfield areas in the park be conducted on an annual basis (by Employee Safety Council).*
- 3) Promote physical fitness, health & well-being. Utilize the park's Fitness Coordinator to assist with this and use All Employee Meeting to convey fitness, health & well-being.*

- 4) *Encourage more on-the-job physical activity (i.e., Experience Your Park, trail hikes/inspections, interpretive walks ,cross-divisional training, etc.) to ensure conditioning.*
- 5) *Look at passive recreation options/team buildings activities (like scavenger hunts, survivor, etc) that could further connect staff to the resources.*

*Other Information:*

*The injured employee reported he did not know of anything he could have done differently to prevent this accident, shy of playing in a regulation volleyball court with sand and taped ankles.*